

**Remuneration Tribunal**  
**Review of National Cultural Institutions Remuneration Relativities**  
**Report**

This statement concludes the Tribunal's review of the remuneration relativities of the National Cultural Institutions (NCI) group in the Arts portfolio.

The Tribunal's principal concern is to fix remuneration for each public office at a level that is consistent with both its responsibilities and those of other public offices. For a number of years, the Tribunal has sought to establish and maintain relativities between groups of 'like' offices, with the NCIs being one such group.

The Tribunal conducts regular reviews into the remuneration structures of specific groups within its jurisdiction. These reviews provide an opportunity to consider the most appropriate remuneration structures for each group, and to realign remuneration based on work value changes.

The Tribunal decided in September 2022 to review the remuneration relativities of the NCIs in the Arts portfolio. The principal purpose of the review was to consider whether the remuneration relativities between the agency head offices of the NCI group remained appropriate, and if not, whether adjustments to the remuneration of any office was warranted.

The NCIs included in the review were:

- Australia Council for the Arts
- Australian Film, Television & Radio School
- Australian National Maritime Museum
- Museum of Australian Democracy
- National Archives of Australia
- National Film & Sound Archive
- National Gallery of Australia
- National Library of Australia
- National Museum of Australia
- National Portrait Gallery
- Screen Australia

### **Conclusions**

The Tribunal concluded the differences in remuneration of some offices within the NCI group is no longer supported by the difference in the respective work value of those offices. The Tribunal will adjust the Total Remuneration Reference Rate (TRRR) of five of the 11 agency head offices to reflect the growth in the complexity and significance of the relevant institutions, as well as the increased capability requirements of these offices.

These offices are:

- Director, National Portrait Gallery
- Director, Australian National Maritime Museum
- Chief Executive Officer, National Film & Sound Archive
- Chief Executive Officer, Australian Film, Television & Radio School
- Director, National Museum of Australia

We note these offices are in the Tribunal's Principal Executive Office (PEO) Structure, and the adjustments to the permissible range within which remuneration can be set will be notified to each office's employing body.

### **National Cultural Institutions – remuneration arrangements**

The majority of NCI agency head offices have been declared Principal Executive Offices (PEOs) by the Minister with responsibility for the *Remuneration Tribunal Act 1973* (the Act).

The Act sets out the Tribunal's powers to determine a classification structure and the terms and conditions (including remuneration and allowances) applicable to each classification; and to determine significantly related matters. The Act provides an employing body with the power to determine the terms and conditions applying to an office, consistent with the terms and conditions for the classification determined by the Tribunal. This means agency boards have some flexibility regarding setting remuneration and awarding performance pay to an office holder.

Two NCI agency heads are in the Tribunal's full-time office holder jurisdiction. The offices of Director, Museum of Australian Democracy and Director-General, National Archives of Australia have fixed remuneration and do not have access to performance pay.

## **Conduct of the review**

### *Consultation*

Prior to commencing the review, the Tribunal consulted with the Minister responsible for the NCI group, the then Minister for Communications, Urban Infrastructure, Cities and the Arts, and subsequently the current Minister for the Arts, the Hon Tony Burke MP. Both Ministers supported the Tribunal undertaking the review, with Minister Burke's views on the Tribunal's preliminary findings being noted by the Tribunal.

The Tribunal paused its review of the Australia Council for the Arts to await the implementation of the Government's new National Cultural Policy which foreshadowed its intention to transition the Australia Council to a new body, Creative Australia. The Tribunal will revisit the offices of Creative Australia once the new body is in place.

### *Agency responses*

The employing body of each organisation was asked to provide updated information and details on any material changes to the roles and responsibilities of its agency head; the requisite characteristics, skills or qualifications required of the relevant office holders; the workload and working arrangements for each office; and details of any other significant changes since remuneration was last reviewed.

### *Analysis*

The Tribunal's secretariat analysed the qualitative information provided by employing bodies, as well as quantitative data covering a range of metrics for several financial years. The 2023 Federal Budget and forward estimates were also considered.

### *General themes*

Two key themes were identified around the change to scope and function of agency heads over the past 10 years. These were:

- Growth in the use of digital technologies to deliver services such as collections, education and archiving; and
- Increased requirement for commercial acumen to manage the growth of the institution in the context of funding constraints.

These themes contributed to the Tribunal's conclusion that the remuneration of the five lowest paid NCI agency head offices was no longer adequate, relative to their responsibilities and to other NCI agency head comparators.

The Tribunal thanks all those who contributed to the review.

## **Remuneration Tribunal**

30 June 2023